

Waiver Options for Recertification	Years of Teaching Experience: Fewer than 3 Years	Years of Teaching Experience: 3-5 Years	Years of Teaching Experience: More than 5 Years
Certificate Expiration Date: June 2019 or June 2020	<ul style="list-style-type: none"> District may apply to waive all* professional learning required for renewal. <p>Note: Mentoring and induction required by state law.</p>	District may apply to waive all* professional learning required for renewal.	District may apply to waive all* professional learning required for renewal.
Certificate Expiration Date: June 2012 – June 2018	<ul style="list-style-type: none"> Districts may employ educators under a full-year permit for a total of three years until hours are earned for certificate renewal. District provides full pay and benefits through the collective bargaining agreement or contract; consideration given to payment of renewal fee. <p>Note: Mentoring and induction required by state law.</p>	<ul style="list-style-type: none"> Districts may employ educators under a full-year permit. <ul style="list-style-type: none"> After one year, districts can choose to apply for a waiver for all* additional professional learning, assuming at least an effective educator evaluation. District provides full pay and benefits through the collective bargaining agreement or contract; consideration given to payment of renewal fee. <p>Note: Mentoring strongly recommended.</p>	District may apply to waive all* professional learning required for renewal.
Certificate Expiration Date: June 2011 or earlier	<ul style="list-style-type: none"> Districts may employ educators under a full-year permit for a total of three years until hours are earned for certificate renewal. District provides full pay and benefits through the collective bargaining agreement or contract; consideration given to payment of renewal fee. <p>Note: Mentoring and induction required by state law.</p>	<ul style="list-style-type: none"> Districts may employ educators under a full-year permit for a total of three years until hours are earned for certificate renewal. District provides full pay and benefits through the collective bargaining agreement or contract; consideration given to payment of renewal fee. <p>Note: Mentoring strongly recommended.</p>	<ul style="list-style-type: none"> Districts may employ educators under a full-year permit for a total of three years until hours are earned for certificate renewal. District provides full pay and benefits through the collective bargaining agreement or contract; consideration given to payment of renewal fee. <p>Note: Mentoring strongly recommended.</p>

**Professional learning required by Michigan Compiled Laws [MCL 380.1233\(6\)](#) for School Counselors cannot be waived. Educators with a school counselor credential (including teaching certificates with a school counselor (NT) endorsement) must fulfill the professional development requirements under [MCL 380.1233\(6\)](#) before any additional hours may be waived. All options require a waiver. Waiver tool and application: https://mde.qualtrics.com/jfe/form/SV_cu4MZpPmNm1KAT4*